

## HR Weekly Podcast #1

Today is May 2, 2007, and welcome to OHR's first ever HR Podcast. OHR plans to provide the HR community with regular HR Podcasts to provide information about current HR topics.

Just when the competition for talented workers is becoming increasingly fierce, the way South Carolina state government recruits its workforce is about to change dramatically. In the past few days, the State of South Carolina awarded an RFP to NEOGOV for a new e-recruitment system, which will be implemented and functional in the next few months.

NEOGOV is a privately held California C-Corp dedicated to the development and delivery of hiring solutions to government agencies. Since 1999, NEOGOV has delivered its fully integrated recruitment, selection, testing, applicant tracking, certification, and hiring solution system designed specifically for public sector employers. NEOGOV has successfully implemented more than a dozen large agencies, including the States of Hawaii and West Virginia, Santa Clara and Orange Counties in California, the City of Houston in Texas, and the City of Denver in Colorado. NEOGOV currently has 25,000 agency users with 160 agencies in 38 states and processes 6 million job applications per year.

There are three goals of this new e-recruitment system: (1) to make South Carolina state government's recruitment and selection process more efficient, (2) to allow South Carolina state government to reallocate its effort savings into more effective activities, and (3) to help South Carolina state government's recruitment become more strategic. The new e-recruitment system will benefit state agencies as employers and the public as taxpayers and applicants.

State agencies will have access to candidates who have been screened as having the necessary skills for a specific job vacancy. In addition, the new e-recruitment system will enable state agencies to search through an archived pool of applicants to match job skills with job specifications. So, state agencies should receive an applicant pool of better qualified candidates to insure that they have the talent needed to deliver their services. Furthermore, the information about the candidates can be electronically transmitted to the hiring manager, which will significantly reduce, if not eliminate, the need for paper in this process.

Applicants will have one place to apply on-line for a position in South Carolina state government. They can apply either for a specific, existing vacancy or to be included in a pool of candidates for future vacancies that meet their job skills. Their on-line applications can be updated as necessary by the applicants. Applicants will no longer have to submit paper applications to numerous agencies to apply for various positions.

This new e-recruitment system will replace the current South Carolina State Government Jobs Page. But, the NEOGOV version can be accessed through the same website, [www.jobs.sc.gov](http://www.jobs.sc.gov).

As implementation and roll-out proceed, NEOGOV and OHR will conduct training with the state agencies' human resources staff who will interact with the new e-recruitment system. Those staff members can then communicate with the hiring managers in their agencies about how the new system will interact with that agency's recruitment processes. Plus, NEOGOV has several on-line trainings and tutorials that will be available.

This exciting new electronic system will revolutionize how state agencies handle recruitment. OHR encourages state agencies now to look at their internal recruitment processes to insure that they are effective and efficient. Plus, state agencies should take a more strategic approach to the recruitment and selection of their workforce. If OHR can help in any way as we transition to this new technology, please contact your consultants at 737-0900.

Thank you.